

Council on Postsecondary Education
Committee on Equal Opportunities
June 26, 2002

Reports of Institutional EEO Representatives

The committee asked that institutional representatives give a status report on equal opportunity initiatives and support programs at each CEO meeting. Responses from UK, UofL, and WKU to letters from the CEO are attached.

Institutional representatives are available for comment and questions regarding activities on their campus.

Staff preparation by Rana Johnson and Sherron Jackson

POSTSECONDARY
EDUCATION

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UNIVERSITY OF KENTUCKY

May 7, 2002

Equal Opportunity Office
7 Gillis Building
Lexington, KY 40506-0033
(859) 257-8927
Fax: (859) 323-3739
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Sherron Jackson
Council on Postsecondary Education
1024 Capital Center Drive
Suite 320
Frankfort, KY 40601-8204

Dear Sherron:

President Todd recently received a letter from Steve Barger that is more than a bit puzzling to me. He accurately notes that no University of Kentucky representative attended the April 15, 2002 meeting of the Committee on Equal Opportunities. On March 22, 2002 I sent to you the data requested by the CEO. I reported to you by email that I would be unable to attend and that Dr. Byars' husband was in the hospital. Terry Allen was hosting a representative of a federal compliance agency that day. You will recall that I had asked Dr. Deneese Jones to attend the February 11, 2002 meeting at which time the CEO asked her to describe the work of the President's Commission on Diversity.

We have sent to you and CPE staff a list of members as well as reports from our Committee on Equal Opportunity which is our designated "Campus Environment Team." In case you have misplaced the list and the University policies previously supplied, I enclose them.

I do have one question regarding Mr. Barger's letter. I did attend the February 11 meeting along with several other University representatives. None of us can recall any institutional representative requesting reporting time at CEO meetings. At best, we recall Ms. Prather and Dr. Helm expressing their appreciation for the institutional reports they received. Perhaps you could supply me with the transcript which contains that portion of the meeting to which Mr. Barger refers.

An unusual convergence of events prevented my attendance at the meeting on April 15, 2002. I agree with Mr. Barger's implication—this is very unusual in the twenty-plus years of the Committee's existence. However it must be obvious to you that President Todd has a strong commitment to diversity at the University of Kentucky. He appeared

at the meeting in October 2001. Terry Allen and Laretta Byars responded to Committee questions and remarks at that time; then, in February Dr. Deneese Jones explained the activities of the President's Commission on Diversity.

That commitment will continue, even when I cannot attend a meeting of the Committee of Equal Opportunities.

Sincerely,

A handwritten signature in black ink, appearing to read "Nancy T. Ray", with a long, sweeping underline that extends to the right.

Nancy T. Ray
Associate Vice President
Employment Equity

enclosures

ntr:lam

OFFICE OF THE PRESIDENT

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MAY 9 8 32 AM '02

May 6, 2002

Mr. Steve Barger, Chair
Committee on Equal Opportunities
Kentucky Council on Postsecondary Education
1024 Capital Center Drive, Suite 320
Frankfort, KY 40601-8204

Dear Mr. Barger:

I am writing in response to your letter of April 25, 2002 that expressed the concern of the Committee on Equal Opportunities regarding the Tau Kappa Epsilon (TKE) fraternity receiving an award at a nationally televised UofL athletic event while under sanction and the increased number of racial incidents that have occurred on campus.

After carefully reviewing the nature of the events regarding the TKE fraternity "receiving an award at a nationally televised athletic event," I have concluded that the TKE fraternity did not "receive an award." In fact, no greek organization received an award at that game. Kosair Children's Hospital wanted to recognize UofL Interfraternity Council and Panhellenic Council for their philanthropic work on behalf of the Hospital. Kosair Hospital asked the chairpersons of the fundraising initiative to attend the half-time show to discuss their fundraising plans and to wear their greek letters. One of the chairpersons happened to be a member of the TKE fraternity. This appearance is fully consistent with the terms of the fraternity's suspension.

I have asked Dr. Taylor-Archer to make available the tape of that half-time event at the next CEO meeting on June 10, 2002. When the University sanctioned TKE for their racial insensitivity, it reflected our zero tolerance to such acts. We have held the TKE fraternity to all sanctions placed on the organization by the University.

The University is equally concerned about the safety of all students at social events and has taken an active role in resolving the recent black-on-black fights that have occurred. The University has initiated meetings with the recognized student organizations, athletes and their advisors to review and revise policies and procedures to address this issue. We are improving the student event policy and procedures and the improvements will be in place by the beginning of fall semester.

In addition, not mentioned in your letter but in response to other racial incidents on campus, UofL has implemented a zero tolerance stance, a rapid response team, a communication protocol and an official Discriminatory Harassment Policy. We realize that like all universities, we must do more on the front end to prevent such acts from occurring. To this end, we are emphasizing diversity during freshmen orientation and the orientation to new faculty and staff. In addition, all students, faculty and staff at UofL will go through training on discriminatory harassment during which we shall clearly explain the consequences for acts of intolerance. So, contrary to the implications of your letter, we believe we are in the lead among Kentucky's universities in addressing issues of diversity honestly, openly, continually and effectively.

We appreciate the concern and support of the Committee on Equal Opportunities as we work cooperatively to enhance diversity by building an inclusive campus community.

Sincerely,

A handwritten signature in black ink, appearing to be 'JW Shumaker', written in a cursive style.

John W. Shumaker
President

cc: Charles Whitehead
Gordon K. Davies
Carol Garrison
Mordean Taylor-Archer

Office of the President
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EDUCATION

MAY 9 8 43 AM '02

Western Kentucky University
1 Big Red Way
Bowling Green, KY 42101-3576

May 2, 2002

Mr. Steve Barger, Chair
Committee on Equal Opportunities
c/o Council on Postsecondary Education
1024 Capital Center Drive, Suite 320
Frankfort, KY 40601


Dear Steve:

Thank you for your letter of April 25. We apologize for not having a representative at the April 15 meeting of the Committee on Equal Opportunities. It is our intent to have a representative at each of the CEO meetings.

Mr. C.J. Woods, Director of Minority Student Services, is WKU's contact person for our campus environment team. He serves on our University Diversity Committee and is the CPE and CEO liaison. I suspect there was some breakdown in communication which caused us to be unaware of the April 15 meeting.

We are proud of the continuing progress we are making at Western with regard to all categories in the Kentucky Plan and with other priorities for the Committee on Equal Opportunities. Your leadership is appreciated.

Sincerely,



Gary A. Ransdell

GAR:clk

xc: Dr. Monica Burke, Co-chair, University Diversity Committee
Dr. John Hardin, Co-chair, University Diversity Committee
Mr. C.J. Woods, Director of Minority Student Services
Ms. Deborah Wilkins, General Counsel

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